

**DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STANDARDS ENFORCEMENT**

RETALIATION COMPLAINT INVESTIGATION UNIT

2031 HOWE AVENUE, SUITE 100

SACRAMENTO, CA 95825


ASSURANCES OF PARTICIPATION WITHOUT RETALIATION
INFORMATION FOR AN EMPLOYEE:

As an employee in the State of California, you have the right to speak to representatives of the office of the California Labor Commissioner or any other government or law enforcement agency about any issues affecting your working conditions. Your employer cannot fire, demote, suspend or discipline you for answering any questions or providing any information to a government agency.

INFORMATION FOR AN EMPLOYER:

It is illegal in the State of California to retaliate against any employee who provides information to a government or law enforcement agency where the employee has reasonable cause to believe that the information discloses a violation or noncompliance with a state or federal statute, rule, or regulation. You cannot discharge, demote, suspend or discipline in any manner an employee who engages in this protected activity.

California Labor Code section 1102.5 states in subsections (a) (b) (c) and (d):

1102.5. (a) An employer may not make, adopt, or enforce any rule, regulation, or policy preventing an employee from disclosing information to a government or law enforcement agency, where the employee has reasonable cause to believe that the information discloses a violation of state or federal statute, or a violation or noncompliance with a state or federal rule or regulation.

(b) An employer may not retaliate against an employee for disclosing information to a government or law enforcement agency, where the employee has reasonable cause to believe that the information discloses a violation of state or federal statute, or a violation or noncompliance with a state or federal rule or regulation.

(c) An employer may not retaliate against an employee for refusing to participate in an activity that would result in a violation of state or federal statute, or a violation or noncompliance with a state or federal rule or regulation.

(d) An employer may not retaliate against an employee for having exercised his or her rights under subdivision (a), (b), or (c) in any former employment.

FOR QUESTIONS OR FILING A COMPLAINT:

Division of Labor Standards Enforcement
Retaliation Complaint Investigation Unit
2031 Howe Avenue, Suite 100
Sacramento, CA 95825
916-263-1811

Information and forms are available on the internet at www.dir.ca.gov/dlse.

Bakersfield	(661)395-2710 5555 California Avenue, Suite 200, 93309	San Bernardino	(909)383-4334 464 West Fourth Street, Room 348, 92401
El Centro	(760)353-0607 1550 West Main Street, 92243	San Diego	(619)220-5451 7575 Metropolitan Drive, Suite 210, 92108
Eureka	(707)445-6613 619 Second Street, Room 109, 95501	San Francisco	(415)703-5300 455 Golden Gate Avenue, 10 th Floor, 94102
Fresno	(559)244-5340 770 East Shaw Avenue, Suite 315, 93710	San Jose	(408)277-1266 100 Paseo de San Antonio, Room 120, 95113
Long Beach	(562)590-5048 300 Oceangate, Suite 302, 90802	Santa Ana	(714)558-4910 28 Civic Center Plaza, Room 625, 92701
Los Angeles	(213)620-6330 320 West 4 th Street, Suite 450, 90013	Santa Barbara	(805)568-1222 411 East Canon Perdido Street, Room 3, 93101
Oakland	(510)622-3273 1515 Clay Street, Suite 801, 94612	Santa Rosa	(707)576-2362 50 "D" Street, Suite 360, 95404
Redding	(530)225-2655 2115 Civic Center Drive, Room 17, 96001	Stockton	(209)948-7770 31 East Channel Street, Room 317, 95202
Salinas	(831)443-3041 1870 North Main Street, Suite 150, 93906	Van Nuys	(818)901-5315 6150 Van Nuys Blvd., Room 206, 91401